



**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Public Services – Revision of Pay Scales, 2010 – Automatic Advancement Scheme in the Revised Pay Scales, 2010 - Recommendations of Ninth Pay Revision Commission - Orders - Issued.

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FINANCE (PAY COMMISSION - II) DEPARTMENT

G.O. Ms. No.93

Dated:03-04-2010
Read the following:-

01. G.O.Ms.No.117, Finance and Planning (FW.PRC-I) Department, dated 25-5-1981.
02. G.O.Ms.No.164, Finance and Planning (FW.P.R.C.-I) Department, dated 1-6-1982.
03. G.O.Ms.No.297, Finance and Planning (FW.P.R.C.-I) Department, dated 25-10-83.
04. G.O.Ms.No.78, Finance and Planning (FW.P.R.C.-I) Department, dated 13-3-1984.
05. G.O.(P) No.2, Finance and Planning (FW.PRC-I) Department, dated 4-1-1988.
06. G.O.Ms.No.347, Finance and Planning (FW.PC-II) Department, dated 17-1-1989.
07. G.O.Ms.No.151, Education Department, dated 25-4-1989.
08. G.O.(P) No.290, Finance and Planning (FW.PC-II) Department, dated 22-7-1993.
09. G.O.Ms.No.311, Finance and Planning (FW.PC-II) Department, dated 20-8-1993.
10. G.O.Ms.No.382, Finance and Planning (FW.PC-II) Department, dated 16-11-1993.
11. G.O.(P) No. 75 Finance and Planning (FW.PC-II) Department, dated 22-02-1994.
12. G.O.Ms.No.362 Finance and Planning (FW.PC-II) Department, dated 28-10-1994.
13. G.O.(P) No. 223 Finance and Planning (FW.PC-II) Department, dated 10-09-1996.
14. G.O.Ms.No.225, General Administration (Services-C) Department, dated 18-05-99.
15. G.O.(P) No.150, Finance and Planning (FW.P.C.-II) Department, dated 1-9-1999.
16. G.O.(P) No. 241 Finance (PC-II) Department, dated 28-09-2005 read with G.O.(P) No. 201 Finance (PC-II) Department, dated 10-07-2006.
17. G.O.Ms.No.438 General Administration (Special-A) Dept., dated 07-07-2008.
18. Circular Memo No. 038035/199/PC-II/2008 Finance (PC-II) Dept., dated 19-09-09.
19. Circular Memo No. 011382/63/PC-II/2009 Finance (PC-II) Dept., dated 17-11-09.
20. G.O. Ms. No 52 Finance (FW.PC-I) Department, dated 25-02-2010.
21. Circular Memo. No.33327-A/549/A1/PC-I/2009, dated 13-03-2010.

* * * *

ORDER :

In the Government Order first read above, orders were issued introducing Automatic Advancement Scheme from 1-4-1981. In the Government Order second read with the fourth read above, orders were issued extending the scheme to the teachers working in the schools of Government, Municipalities, Municipal Corporations, Zilla Parishads and Panchayat Samithee and also Aided Managements. In Government order third read above, orders were issued for rectification of anomaly of a junior drawing more pay than senior on getting promotion to the higher post after getting the benefit of Automatic Advancement Scheme whereas the senior was promoted to the higher post without getting the benefit of the Automatic Advancement Scheme. Thereafter, orders were issued from time to time modifying and revising the Scheme based on the recommendations of the successive Pay Revision Commissions as well as clarificatory orders.

2. In the Government Order seventeenth read above, Government have constituted Ninth Pay Revision Commission and the Commission submitted its report to Government on 05-12-2009. The recommendations of the Ninth Pay Revision Commission on Automatic Advancement Scheme are as follows:

- (1) The existing Special Grade Scale, Special Promotion Post Scale - I / Special Ad-hoc Promotion Post Scale-I, Special Promotion Post Scale -II / Special Ad-hoc Promotion Post Scale-II may be continued with the Special Grade after 8 years, Special Promotion Post –I / Special Ad-hoc Promotion Post-I after 16 years and Special Promotion Post -II / Special Ad-hoc Promotion Post -II after 24 years.
 - (2) If service rules are changed imposing additional qualifications for promotion after the entry of the individual into service thereby depriving him of the benefit of promotion, he / she may be given the benefit of the next scale contemplated under the Special Ad-hoc Promotion Post I & II.
 - (3) The benefit of pay fixation under F.R.22-B be continued on promotion even if the employee had derived the benefit under Special Grade or Special Promotion Post-I and if this results in the senior drawing less pay than the junior, the pay of the senior be stepped up to that of the junior subject to the conditions enumerated in G.O.Ms.No.297 Finance and Planning (FW.PRC-I) Dept., dated 25-10-1983.
 - (4) Where rules are relaxed to enable regular promotion, they should be automatically extended to the Automatic Advancement Scheme for purposes of extending the benefit of SPP-I / SPP-II.
 - (5) In certain categories like Attender, Dafedar, Jamedar and Record Assistant, it was decided that the services rendered by them in these categories together shall be reckoned for purpose of Automatic Advancement Scheme. This special dispensation is recommended to be continued.
 - (6) The benefit of Automatic Advancement Scheme be extended upto and inclusive of Grade-XXV in the revised scales i.e., Rs.25,600 – Rs. 50,560.
3. Government accepted the above recommendations and accordingly hereby order that:
- (a) The existing system of awarding Automatic Advancement Scheme scales on completion of Eight (8) / Sixteen (16) and Twenty four (24) years shall be continued.
 - (b) These orders shall apply to all those who are drawing pay in Grade - I to Grade – XXV i.e., upto and inclusive of the Revised Pay Scales of Rs.25,600 –Rs.50,560 as indicated in Schedule –I of the Government Order twentieth read above.
 - (c) The benefit of pay fixation under F.R.22-B shall continue to be allowed on promotion even if the employee had derived the benefit under Special Grade

Scale / Special Promotion Post Scale-I. If this results in the senior drawing less pay than that of junior, the pay of the senior should be stepped up with effect from the date of promotion of the junior, to a figure equal to the pay as fixed for the junior in the higher post to which he / she is promoted on or after 01-07-2008 subject to the following conditions:

- (i) both the Senior and Junior should have been drawing pay in an identical scale;
- (ii) both the Senior and Junior should be in service as on 01-07-2008 and junior should have been promoted on or after 01-07-2008. In other words the anomaly should have arisen on or after 1-7-2008
- (iii) the senior as well as the junior should be promoted to the same category of post carrying the same scale of pay under the same mode of recruitment and from the same unit of appointment in the lower category.
- (iv) the pay of the junior in the lower category should have been less than or equal to that of the senior in the lower category prior to promotion of the senior to the higher post.
- (v) the anomaly should be directly as a result in the case of Junior, who is promoted to a higher post after getting the benefit of Automatic Advancement Scheme and got more pay than his senior in the same category, who got promotion to the higher post without getting the benefit of Automatic Advancement Scheme.
- (vi) the pay of the senior should have been fixed under F.R. 22(a)(i) read with F.R. 31(2) on promotion from Automatic Advancement Scales in the feeder category, whereas the pay of the Junior should have been fixed under F.R. 22-B on promotion from the Automatic Advancement Scales in the feeder category.
- (vii) the stepping up pay is not admissible in cases where the junior is drawing higher pay for any other reason such as sanction of Advance Increment for possession of higher qualification or Family Planning Incentive Increment or reckoning D.A. thereon for fixation of pay in earlier pay revisions, Advance Increments for merit, or on account of longer service in the lower post for working in various units of appointments etc.,
- (viii) in all cases affected by this order, the pay of the senior shall be fixed notionally from the date the junior got higher pay than that of the senior in the higher post, with monetary benefit from 01-02-2010, if such anomaly arose in between 01-07-2008 to 31-01-2010. In cases where such anomaly arose after 01-02-2010, the benefit shall be allowed from the date the pay of the Junior was more than that of Senior.

- (d) Where the Service Rules are relaxed to enable regular promotions, they should be automatically extended to get the benefits under Automatic Advancement Scheme.
- (e) If service rules are changed imposing additional qualifications for promotion after the entry of the individual into service, thereby depriving him for the benefit of promotion and consequently to the benefits of Special Promotion Post Scale-I / Special Promotion Post Scale-II, he / she shall be given the benefit of the next scale contemplated under the Special Adhoc Promotion Post Scale –I & II.

4. The Pay Revision Commission has recommended three (3) stagnation increments beyond the time scale. The stagnation increments shall be reckoned as regular increments for sanction of Automatic Advancement Scheme.

5. Fixation of pay on appointment to Special Grade, Special Promotion Post Scale –I / Special Adhoc Promotion Post Scale –I and Special Promotion Post Scale-II / Special Adhoc Promotion Post Scale –II shall be under F.R. 22(a)(i) read with F.R. 31(2).

6. The fixation of pay of an employee holding the Special Promotion Post Scale-II on regular promotion to First Level Promotion Post shall be under F.R. 22 (a) (i) read with F.R. 31(2) in the scale of pay of Special Promotion Post Scale-II itself. He / She shall continue to draw pay in the Special Promotion Post Scale – II while holding the First Level Promotion post. In no case an attempt shall be made to fix the pay with reference to Special Promotion Post Scale-II when an employee while holding such scale got promoted to the first level promotion post and has since completed 8 years of service in that post and starts claiming Special Grade Scale.

7. All the conditions laid down, clarificatory orders and instructions issued from time to time regarding the scheme will continue to apply in so far as they are in consonance with these orders.

8. These orders shall come into force from **1-7-2008**. In respect of employees appointed to Automatic Advancement Scheme scale from **1-7-2008**, the monetary benefit on appointment to the Automatic Advancement Scheme scale in the Revised Pay Scales, 2010, shall accrue from **01-02-2010**. The arrears of salary as a result of appointment to Automatic Advancement Scheme scales for the month of February, 2010 shall be credited to the General Provident Fund Account and the amounts will be paid in cash from the month of March, 2010. In respect of those who do not have General Provident Fund Account, the arrears shall be credited to the Compulsory Saving Fund as instructed in the Circular Memo. twenty first read above.

9. These orders shall be applicable to the Government Employees, Teaching and Non-Teaching staff of Local Bodies and Aided Institutions, Junior Colleges, Degree Colleges and Aided Polytechnics and Junior Lecturers/ Physical Directors in Junior Colleges drawing State Scales of Pay.

10. The Special Grade Scales in the Revised Pay Scales, 2010 are as indicated in Annexure–I. Automatic Advancement scheme benefits for the categories of Last Grade posts, Record Assistants, Roneo Operators, Drivers are indicated in Annexure –II.

11. Any pay fixations contrary to the above Rules are liable for revision of pay and the excess amount paid thereon shall be recovered from the salaries of the concerned employees without any notice.

12. The G.O. is available on Internet and can be accessed at the address <http://www.apfinance.gov.in> (OR) www.goir.ap.gov.in.


(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

G. SUDHIR
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Principal Accountant General, (A&E) Andhra Pradesh, Hyderabad (20 Copies)
The Principal Accountant General (Audit), Andhra Pradesh, Hyderabad (10 Copies)
The Principal Accountant General, Andhra Pradesh, Hyderabad (by name)
The Pay & Accounts Officer, Hyderabad.
The Principal Secretary to Governor, Andhra Pradesh, Hyderabad.
All Special Chief Secretaries / Principal Secretaries / Secretaries to Government.
The Principal Secretary to the Chief Minister and Private Secretaries to all Ministers.
All Departments of Secretariat (10 copies)
All the Heads of Departments (including Collectors and District Judges).
The Registrar, High Court of Andhra Pradesh, Hyderabad (with covering letter)
The Secretary, Andhra Pradesh Public Service Commission, Hyderabad (with covering letter)
All District Treasury Officers (with copies for Sub-Treasury Officers).
The Managing Director, Andhra Pradesh GENCO/TRANSCO
The Vice Chairman & Managing Director, A.P. State Road Transport Corporation,
Hyderabad (with covering letter)
All District Educational Officers / All Principals of Junior Colleges.
All District Panchayat Officers / Chief Executive Officer of Z.P.P.S.
All Mandal Development Officers
All Mandal Educational Officers
All Secretaries of Zilla Grandhalaya Samsthas through Director of Public Libraries,
Hyderabad.
All Secretaries of Agricultural Market Committees through the Commissioner & Director of
Agricultural Marketing. A.P., Hyderabad.
All Commissioners / Special Officers of Municipalities
All Recognized Service Associations.
Copy to the General Administration (Cabinet) Department.
Copy to the General Administration (SW) Department.
Copy to SF/SCs.

// FORWARDED BY ORDER //


SECTION OFFICER

ANNEXURE – I

| Grade | Ordinary Grade Scale in 2010 Pay Scales | Special Grade Scale in 2010 Pay Scales |
|-------|---|---|
| I | 6700-200-7300-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110 | 6900-200-7300-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-20680 |
| II | 6900-200-7300-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-20680 | 7100-200-7300-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21250 |
| III | 7100-200-7300-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21250 | 7520-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-22430 |
| IV | 7520-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-22430 | 7740-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23040 |
| V | 7740-220-7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23040 | 7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650 |
| VI | 7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650 | 8440-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-24950 |
| VII | 8440-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-24950 | 9200-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27000 |
| VIII | 9200-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27000 | 9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700 |
| IX | 9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700 | 10020-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29200 |

| Grade | Ordinary Grade Scale in 2010 Pay Scales | Special Grade Scale in 2010 Pay Scales |
|--------------|---|---|
| X | 10020-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29200 | 10900-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-31550 |
| XI | 10900-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-31550 | 11530-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-33200 |
| XII | 11530-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-33200 | 11860-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34050 |
| XIII | 11860-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34050 | 12550-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-35800 |
| XIV | 12550-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-35800 | 12910-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-36700 |
| XV | 12910-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-36700 | 13660-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-38570 |
| XVI | 13660-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-38570 | 14860-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-39540 |
| XVII | 14860-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-39540 | 15280-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510 |
| XVIII | 15280-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510 | 16150-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-42590 |

| Grade | Ordinary Grade Scale in 2010 Pay Scales | Special Grade Scale in 2010 Pay Scales |
|--------------|--|---|
| XIX | 16150-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-42590 | 18030-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630 |
| XX | 18030-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630 | 19050-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-45850 |
| XXI | 19050-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-45850 | 20680-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960 |
| XXII | 20680-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960 | 21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960--1200-48160 |
| XXIII | 21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960--1200-48160 | 23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960-1200-49360 |
| XXIV | 23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960-1200-49360 | 25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960--1200-50560 |
| XXV | 25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960--1200-50560 | 27000-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960--1200-51760 |

**

ANNEXURE - II

| Sl. No. | Category | Ordinary Grade Scale | Special Grade Scale | Special Ad hoc Promotion Post Scale-I | Special Ad hoc Promotion Post Scale - II |
|----------------|--|-----------------------------|----------------------------|--|--|
| (1) | (2) | (3) | (4) | (5) | (6) |
| | | Rs. | Rs. | Rs. | Rs. |
| 1. | Attenders and other Last Grade Posts in the Scale of Rs.6700 - 20110 | 6700 - 20110 | 6900 - 20680 | 7520 - 22430 | 7740 - 23040 |
| 2. | Dafedars | 6900 - 20680 | 7100-21250 | 7520 - 22430 | 7740 - 23040 |
| 3. | Jamedars | 7520 - 22430 | 7740 - 23040 | 7960 -23650 | 8440 - 24950 |
| 4. | Record Assistants / Roneo Operators | 7740 - 23040 | 7960 -23650 | 8440 - 24950 | 9200 -27000 (unqualified) 10900-31550 (qualified) |
| 4. | Drivers (LV) | 7960-23650 | 8440 - 24950 | 9200 - 27000 | 9460 - 27700 |
| 5. | Drivers (HV) / Senior Driver | 9200 - 27000 | 9460 - 27700 | 10020 -29200 | 10900-31550 |

CHECKLIST
For stepping up of Pay of Senior

| Sl. No. | Details/Parameter | | Senior | Junior |
|---------|---|-------------|--------|------------------|
| 1. | Name of the employee | : | | |
| 2. | Designation (a) Feeder Post (b) Promotion Post | : | | |
| 3. | Date of appointment to the Feeder Post | : | | |
| 4. | Unit of appointment of the Feeder Post | : | | |
| 5. | Mode of Recruitment to the Feeder Post | : | | |
| 6. | Date of appointment to Automatic Advancement Grades in the Feeder post Special Grade Special Promotion Post I Special Promotion Post II | : : : | | |
| 7. | Date of Promotion | : | | |
| 8. | Pay in the Lower Category as on date of promotion of senior | : | Rs. | Rs. |
| 9 | Pay fixed on Promotion | : | Rs. | Rs. |
| 10. | Fulfillment of conditions | | | |
| | Condition | | | Fulfilled or not |
| | a) both the senior and junior should have been drawing pay in an identical pay scale in the existing scales of pay; | | | YES / NO |
| | b) the senior as well as the junior should be promoted to the same category of post carrying the same scale of pay, under the same mode of recruitment and from the same unit of appointment in the lower category; | | | YES / NO |
| | c) the pay of the junior in the lower category should have been less than or equal to that of the senior in the lower category prior to promotion of the senior to the higher post; | | | YES /NO |
| | d) the anomaly should have arisen directly as a result of the fixation of pay in the existing scales under automatic advancement scheme | | | YES / NO |
| | * Stepping is admissible if all conditions are “Yes” | | | |
| 11. | Pay fixed on stepping up of pay | | | Rs. |